

**PORTER COUNTY COUNCIL**  
**Regular Council Meeting**  
**April 19, 2022**

The Porter County Council met on Tuesday, April 19, 2022 at 5:30 p.m. in the County Administration Center, 155 Indiana-Suite 205, Valparaiso, Indiana.

Members present were Council Member Jeremy Rivas, Council Member Andy Bozak, Council Member Mike Brickner, Council Member Sylvia Graham, Council Member Mike Jessen, Council Member Simms, Council Member Eric Wagner and Council Attorney Harold Harper. Also present was Auditor Vicki Urbanik, and Auditor Chief Deputy Toni Downing.

**First Reading**

Mr. Rivas, All right first reading.

Auditor Vicki Urbanik,

NOTICE TO TAXPAYERS OF PROPOSED ADDITIONAL APPROPRIATIONS

Notice is hereby given the taxpayers of Porter County, Indiana that the proper legal officers of Porter County, Indiana will meet in the Porter County Government Administration Building located at 155 Indiana Avenue, Valparaiso Indiana 46383 on April 19th, 2022 at 5:30 p.m. to consider the following appropriation adjustments to the county budgets for the year 2022 and to transact any further business which might come before the Council:

General Fund
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Sheriff General Fund	1000-11300-000-0005 Overtime	\$	60,000.00
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Local Roads and Streets Fund
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Local Roads and Streets Fund	1169-23620-000-0530 Bituminous	\$	450,000.00
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Motor Vehicle Highway Fund
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Motor Vehicle Highway Fund	1176-23620-000-0530 Bituminous	\$	850,000.00
Motor Vehicle Highway Fund	1176-23600-000-0530 Aggregate	\$	150,000.00
		\$	1,000,000.00

COVID 93.268 Immunizations and Vaccines Grant Fund
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COVID 93.268 IMMUN-VACC	8911-11200-000-0610 Hourly	\$	144,152.63
COVID 93.268 IMMUN-VACC	8911-12100-000-0610 FICA	\$	11,500.00
COVID 93.268 IMMUN-VACC	8911-32100-000-0610 Travel	\$	17,294.74
COVID 93.268 IMMUN-VACC	8911-21100-000-0610 Office Supplies	\$	58,802.11
COVID 93.268 IMMUN-VACC	8911-39500-000-0610 Contract Services	\$	86,473.69
COVID 93.268 IMMUN-VACC	8911-45400-000-0610 Other Equipment	\$	27,671.58
		\$	345,894.75

COVID 93.323 Epidemiology & Laboratory Capacity for Infectious Diseases Grant
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COVID 93.323 EPIDEMIOLOGY	8912-11200-000-0610 Hourly	\$	85,000.00
COVID 93.323 EPIDEMIOLOGY	8912-11300-000-0610 Overtime	\$	1,600.00
COVID 93.323 EPIDEMIOLOGY	8912-12100-000-0610 FICA	\$	5,650.00
COVID 93.323 EPIDEMIOLOGY	8912-12300-000-0610 PERF	\$	150.00
COVID 93.323 EPIDEMIOLOGY	8912-37500-000-0610 Other Rentals	\$	7,600.00
		\$	100,000.00

COVID 93.354 Workforce Cooperative Agreement for Emergency Response Grant Fund
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COVID 93.354 WORKFORCE	8913-11100-000-0610 Salaries	\$	60,000.00
COVID 93.354 WORKFORCE	8913-12100-000-0610 FICA	\$	4,600.00
COVID 93.354 WORKFORCE	8913-12300-000-0610 PERF	\$	6,720.00

COVID 93.354 WORKFORCE	8913-22200-000-0610	Uniform and Clothing	\$	2,400.00
COVID 93.354 WORKFORCE	8913-31300-000-0610	Training and Education	\$	5,000.00
COVID 93.354 WORKFORCE	8913-36100-000-0610	Maintenance Agreements	\$	11,000.00
COVID 93.354 WORKFORCE	8913-44200-000-0610	Motor Vehicles	\$	195,280.00
COVID 93.354 WORKFORCE	8913-45100-000-0610	Data Processing Equipment	\$	15,000.00
			\$	300,000.00

Taxpayers appearing at such meeting shall have a right to be heard thereon. The appropriations adjustments as finally made will be referred to the Indiana Department of Local Government Finance. Where applicable, the DLGF will make a written determination as to the sufficiency of funds to support the appropriations made.

Vicki Urbanik  
Auditor of Porter County

Publish April 7, 2022

Mr. Rivas, All right thank you.

**Juvenile Probation – Director Chris Buyer**

**Juvenile Probation General Fund - 1000-000-0273**

Form 144 \$53,513.25 to \$36,879 Probation Officer

Reason: Need to reduce salary for new hire. (Retroactive Monday, April 11, 2022)

Mr. Rivas, Who wants to go first? All right Juvenile Probation, I’m just trying to mix it up a little bit, lighten the mood.

(Laughter)

Mr. Bozak, I’m surprised everybody didn’t jump up.

(Laughter)

Mr. Rivas, Let’s do it. All right Juvenile Probation General Fund there’s a Form 144 in front of you guys, it looks like a reduction for a Probation Officer from \$53,513.25 to \$36,879 dollars. Reason need to reduce salary for new hire. (Retroactive Monday, April 11, 2022)

Mr. Jessen, Motion to approve.

Mr. Bozak, Second.

Mr. Rivas, Motion and a second on the floor, discussion?

Ms. Graham, Yes?

Mr. Rivas, Go ahead.

Ms. Graham, That seems to be quite a reduction, can you explain that a little bit?

Juvenile Probation Director Chris Buyer, Sure the officer that left, she actually left and took a position with Federal Probation. She was a five (5) year employee, plus she had a master’s degree which gives her a little bit of a bump.

Ms. Graham, Okay.

Juvenile Probation Director Chris Buyer, So in place of that I hired a brand new officer.

Ms. Graham, I understand.

Juvenile Probation Director Chris Buyer, Okay.

Mr. Rivas, Further discussion? Can we get a roll call on the 144?

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

Mr. Bozak	-	Yes
Mr. Brickner	-	Yes
Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes

Auditor Vicki Urbanik, 7 - 0

Mr. Rivas, You didn't really?

(Laughter)

Mr. Jessen, Thanks Chris.

Mr. Rivas, Yes. Are you on here anywhere Vicki?

(Laughter)

Mr. Jessen, Have a good evening.

Juvenile Probation Director Chris Buyer, Thanks.

Mr. Bozak, Have a good night.

### **Surveyor – Kevin Breitzke**

#### **Surveyor General Fund - 1000-000-0006**

Form 144 From \$15 to up to \$17.50 Survey Class I  
From \$12.50 to up to \$15 Survey Class II  
From \$10 to up to \$12.50 Survey Class III  
From \$17.50 to up to \$20 Crew Chief, Class I & II  
From \$13.50 to up to \$16 Office Clerk

Reason: Need to increase hourly amounts for part time workers

#### **Surveyor Perpetuation Fund - 1202-000-0006**

Form 144 From \$15 to up to \$17.50 Survey Class I  
From \$12.50 to up to \$15 Survey Class II  
From \$10 to up to \$12.50 Survey Class III  
From \$17.50 to up to \$20 Crew Chief, Class I & II  
From \$13.50 to up to \$16 Office Clerk

Reason: Need to increase hourly amounts for part time workers

Mr. Rivas, Surveyor General Fund Form 144 and we've got a lot of those guys, there's an increase

From \$15 to up to \$17.50 Survey Class I  
From \$12.50 to up to \$15 Survey Class II  
From \$10 to up to \$12.50 Survey Class III  
From \$17.50 to up to \$20 Crew Chief, Class I & II  
From \$13.50 to up to \$16 Office Clerk

Reason: Need to increase hourly amounts for part time workers

Mr. Jessen, I'll make the motion on the Form 144.

Ms. Graham, I'll second that motion.

Mr. Rivas, Motion and a second, discussion?

Ms. Graham, I'd like to ask you, are we doing both of them or just one?

Mr. Rivas, No we are just doing the one, that's all that's on the floor right now.

Ms. Graham, I would kind of like to discuss both?

Mr. Jessen, Yeah the motion will include the second Form 144 as well.

Mr. Rivas, For the Perpetuation fund.

Ms. Graham, Second concurs. Um on...

Mr. Rivas, Discussion on both.

Ms. Graham, My discussion...my concern is how much is in the Perpetuation fund for this request?

Surveyor Kevin Breitzke, I didn't here you?

Mr. Rivas, I think the question is will your funds cover this?

Auditor Vicki Urbanik, So this is the Perpetuation fund \$241,673 dollars is the balance.

Ms. Graham, My question was, is there any way that these raises could be covered by the Perpetuation fund.

Surveyor Kevin Breitzke, Well they're not raises, they are hourly.

Ms. Graham, Well on the hourly?

Surveyor Kevin Breitzke, Most of it is covered by the Perpetuation because it's the survey tax and any staff we use on the field. So the other people would be clerical, but they're a very small part of the overall budget.

Ms. Graham, And you say these are summer people?

Surveyor Kevin Breitzke, Pardon?

Ms. Graham, These are your summer help?

Surveyor Kevin Breitzke, Summer, Seasonal or even Hourly. But because the General Fund has a very small amount in it for the Clerical. We run through that pretty quick, and if I going to continue having somebody work for us, then I have to jump over to the other budget.

Mr. Simms, So these are all current hires, I mean these are people that are in the workforce, or are these people you're looking to hire?

Surveyor Kevin Breitzke, No these are seasonal hourly, that typically we would have, you know COVID (inaudible).

Mr. Simms, Are they on the payroll now?

Surveyor Kevin Breitzke, They are in the budget.

Mr. Simms, That's not what I...

Surveyor Kevin Breitzke, Currently we don't have people working these positions.

Mr. Simms, Okay, so just out of curiosity if we have nobody working there, what compelled you to ask for more money per hour? When like some departments,

they have a bunch of openings and nobody is filling them, so okay there's a need to try to bump up the money, so that we can attract some people, because there's other places out there. But you have nobody in mind yet, but yet you bumped up the salaries, that's all I'm asking, why did you feel the need to do that?

Surveyor Kevin Breitzke, To make it attractive to particular candidates. Also bear in mind these are ceilings, this isn't what they are going to be offered.

Mr. Simms, Okay where's the starting wage?

Surveyor Kevin Breitzke, You need enough room to...pardon?

Mr. Simms, Where do they start at?

Surveyor Kevin Breitzke, Typically \$12 to \$13 dollars an hour...\$15.

Mr. Simms, For all of these?

Surveyor Kevin Breitzke, Well it's vary depending on what it is, but it's...it's probably a \$1 to \$1.50 below whatever this advertisement is. Just to make it attractive enough that I can get somebody started. But if they do well, then we can move them up in salary and still fit the prescription.

Mr. Simms, So you might hire somebody at say \$18 dollars an hour and then upon your discretion, a month from now you might get into \$20 dollars an hour? Is that what you are saying?

Surveyor Kevin Breitzke, You are saying the maximums, these are the maximums.

Mr. Simms, I understand, but by your words you indicated that you can move them up gradually or whatever which is...

Surveyor Kevin Breitzke, Right, typically that's six months to a year.

Mr. Simms, But these are only summertime people.

Surveyor Kevin Breitzke, I hope to have them working through several summers. The idea is to get college interns or younger people that will work during holidays, during vacations, and during summertime.

Mr. Simms, Okay, but nobody's in any of these positions currently.

Surveyor Kevin Breitzke, Correct.

Mr. Simms, But you hope to have these potentially down the road for a long duration, not just summer?

Surveyor Kevin Breitzke, Yes, that typically...before COVID that's how we typically operated.

Mr. Simms, So COVID screwed this all up?

Surveyor Kevin Breitzke, Well for me personally...yeah.

Mr. Simms, Okay, so we had before COVID, we had people in these positions. COVID happened and all these positions were wiped out, now you're trying to re-staff it?

Surveyor Kevin Breitzke, Eventually...no they weren't wiped out, we just let attrition occur. Because...well I didn't want to bring in part-time people that might infect or our full-time staff. It kept everybody healthier, kept distance and actually, I had some pretty long-term people. I had one lady that was finally retired, who was really doing a great job for us, but she was there for 25 years.

Mr. Simms, Okay, so well...

Mr. Rivas, Greg, I mean I think maybe to help clarify, like he said it's college kids who come back home and maybe start as a freshman that he hires, that maybe they'll come back the second summer, the third summer, maybe starts them off at \$12 dollars an hour. They want to come back maybe next summer, he gives them a \$1 or \$2 dollars raise.

Mr. Simms, Well that I get, I just would like to see where's the start? It says up to but where's the offer to where. I mean I hate just, I hate to go top of the scale if we can get somebody, you know that's willing to work a \$1 or \$2 less. I know that...well we're trying to be fiscally responsible and I understand the notion of getting quality as much as possible. But I also don't want to waste money, because then we can use it somewhere else, or you can use it somewhere else down the road.

Surveyor Kevin Breitzke, And this has a from and to.

Mr. Simms, What's the from?

Surveyor Kevin Breitzke, For which one?

Mr. Simms, Any of them, I mean...

Surveyor Kevin Breitzke, Um...Survey Class I from \$15 to up to \$17.50.

Mr. Simms, Okay Class II?

Surveyor Kevin Breitzke, \$12.50 to up to \$15 dollars.

Mr. Simms, Okay Class III?

Surveyor Kevin Breitzke, From \$10 up to \$12.50.

Mr. Simms, Crew Chief?

Surveyor Kevin Breitzke, From 17.50 to up to \$20 dollars.

Mr. Simms, Okay Office Clerk?

Surveyor Kevin Breitzke, From \$13.50 up to \$16 dollars.

Mr. Simms, So upon your discretion you're going to try and stay as low as you can, within reason.

Surveyor Kevin Breitzke, Right.

Mr. Simms, Feel it out and you might need to hire or offer some more to get them to come work?

Surveyor Kevin Breitzke, Yes, historically that's how it will always operate.

Mr. Simms, I just want to make sure that we just don't go high first. I'm not opposed to...

Surveyor Kevin Breitzke, I totally agree.

Mr. Simms, Okay, all right then I'm good. All my questions are answered, thank you.

Ms. Graham, My concern was these are going to be part-time people that are going to be seasonal and there seems to be quite a bit of money or a sufficient amount of money...maybe in you perpetuation fund. I was just wondering why these all couldn't come from, being paid from the perpetuation fund?

Surveyor Kevin Breitzke, Typically it's people that are doing things specifically related to the surveying and the section core perpetuation. The only people out of the general fund, I think I currently have \$10,000 dollars and that's out of a history of giving up full-time positions. We kind of went through that attrition that, that's all we have really left.

Mr. Rivas, Any further discussion? I think his time will carry on this year Greg that we're going to see what's going on in this building right now, what's going on around is, we've entered a very competitive market for our employees.

Mr. Simms, No I agree.

Mr. Rivas, We're going to keep that in mind as we move forward. So any further discussion? Can we get a roll call on all the Form 144's from the General Fund and the Perpetuation Fund?

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

Mr. Brickner	-	Yes
Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes
Mr. Bozak	-	Yes

Auditor Vicki Urbanik, 7 - 0

Surveyor Kevin Breitzke, Thank you so much.

Mr. Bozak, Have a good night.

### **Portage Township Assessor -Alta Neri**

#### **Portage Township Assessor General Fund - 1000-000-0013**

Transfer \$385.20 from 39500 Contractual Services to 44100 Office Equipment over \$100. Reason: Transfer needed to pay for assembling six office chairs.

Transfer \$305 from 39500 Contractual Services to 31300 Training and Education. Reason: Transfer needed for payment of IAAO (International Association of Assessing Officers) designation exam and designation course.

Mr. Rivas, Portage Township Assessor General Fund.

Mr. Simms, Hello.

Portage Township Assessor Alta Neri, Hello.

Mr. Rivas, I'll have to warn everybody, a number of these Councilmembers were eating and taking a lot of sugar.

(Laughter)

Mr. Rivas, Prior to the meeting.

Mr. Simms, Because it's Andy Bozak birthday today so somebody brought him cookies.

Mr. Rivas, I wish everybody the best of luck.

Mr. Bozak, You only turn 29 once.

(Laughter)

Mr. Rivas, Transfer \$385.20 from Contractual Services to Office Equipment over \$100. The reason, transfer needed to pay for assembling six office chairs.

Transfer \$305 from Contractual Services to Training and Education. Reason, transfer needed for payment of International Association of Assessing Officers (IAAO) designation exam and designation course.

Mr. Bozak, Motion.

Mr. Jessen, Second.

Mr. Rivas, Motion and a second on both transfers, discussion? All in favor of the two transfers signify by saying Aye? Opposed same sign? That was easy.

Motion carries on a unanimous voice vote.

### **Board of Elections & Registration – Clerk Jessica Bailey**

#### **Board of Elections & Registration General Fund - 1000-000-0062**

Transfer \$20,000 from 13210 Absentee Boards to 33400 Advertising  
\$20,000 from 22520 Ballots & Coding to 33400 Advertising

Reason: To assist in paying for advertising of Vote Centers

Transfer \$80,000 from 13401 Polling Place Boards to 32300 Postage

Reason: To pay for mailing acknowledgements for Vote Centers.

Form 144 From \$25 to up to \$30 Security  
From \$0 to \$165 per diem Judge-Line Monitor  
From \$0 up to \$20 Office Staff

Reason: Need to increase hourly amount for Security and add amounts for Judge-Line Monitor and Office Staff.

Mr. Rivas, Board of Elections & Registration, this one's never easy. Just setting the table for you Ms. Bailey. Board of Elections & Registration General Fund. We have a couple of transfers and a Form 144. There's a transfer of \$20,000 from Absentee Boards to Advertising. \$20,000 from Ballots & Coding to Advertising. The reason, to assist in paying for advertising of Vote Centers. Another transfer of \$80,000 from Polling Place Boards to Postage. The reason to pay for mailing acknowledgements for Vote Centers.

Form 144 From \$25 to up to \$30 Security  
From \$0 to \$165 per diem ~~Judge-Line Monitor~~ Judges with Travel  
From \$0 up to \$20 Office Staff

The reason, need to increase hourly amount for Security and add amounts for Judge-Line Monitor and Office Staff. So we have a couple of transfers and a Form 144 in front of you.

Mr. Jessen, I make the motion...

Clerk Jessica Bailey, We have a change on the Form 144.

Mr. Rivas, Say it again?

Clerk Jessica Bailey, They had a change for the Form 144. We're having a difficult time finding poll workers. And so instead of creating a new position and paying them \$165 dollars we decided it would be a better option to adjust the duties for the returning Judge and pay them an additional \$15 dollars instead of creating a new position.

Mr. Rivas, So this Judge Line Monitor is gone?

Clerk Jessica Bailey, Correct?

Mr. Simms, Did you say \$15 or \$50?

Clerk Jessica Bailey, \$15 dollars. Yeah that's all this person would have made was an additional \$15 dollars. It was just creating an entirely new position, so instead we're going to give the important duties from that person to the returning Judge.

Mr. Rivas, So explain the Judge Line Monitor?

Clerk Jessica Bailey, We've been working with GIS to be able to advertise the wait times at all the Vote Centers.

Mr. Bozak, Cool.

Clerk Jessica Bailey, So they'll be able to show when they're looking for where they want to go. They'll be able to see the wait time, and so what we need for that is someone to upload that time. So we are going to add that duty to the Line Judge...or I'm sorry to the Returning Judge. And then you'll be able to see the wait time at each of the Vote Centers, and that might help decide where people want to go.

Mr. Simms, Where is this? Is this like on an app? How do we know?

Clerk Jessica Bailey, It'll be linked to the county website. So just when they're going to the website that's already...the page that's already designed for the Vote Centers with the addresses and everything. It'll also have the wait time at each one.

Mr. Simms, Just like those hospital billboards, you know emergency room...

Mr. Jessen, Hopefully they'll be accurate.

(Laughter)

Mr. Simms, That's pretty darn cool, did you guys think of that or did someone else do it?

Clerk Jessica Bailey, Yeah, we...there's a whole elections portal that's um...available to us through the GIS department and so we've been working with Chuck to implement some of these things slowly, and this is the one that we're...we've been working on and so we're ready to roll it out.

Mr. Simms, That's pretty cool.

Mr. Jessen, Yeah that sounds like a great feature. On the Form 144...

Clerk Jessica Bailey, Yes?

Mr. Jessen, Help me understand, because I'm still confused about it. So the \$25 to up to \$30 dollars is still...?

Clerk Jessica Bailey, Yes that's...yes.

Mr. Jessen, From \$0 to \$165 dollars per diem is no longer?

Clerk Jessica Bailey, Correct. We would like to have instead add another \$15 dollars to the Returning Judge, which I believe would put them at \$180 dollars for the Returning Judge...

Mr. Bozak, Would that just be Judges?

Clerk Jessica Bailey, Just the Returning Judge.

Mr. Bozak, Does it say that? It doesn't say Returning Judge does it? Yeah, it just says Judges. You can look at this if you want?

Auditor Vicki Urbanik, I've got...Judges...

Clerk Jessica Bailey, Judges with travel is what they're called on here it's \$165 dollars, so that would be...

Mr. Bozak, So that would go to \$180 dollars?

Mr. Jessen, \$180 dollars.

Clerk Jessica Bailey, \$180 dollars.

Mr. Simms, Jessica is this for...this is not for now, this is for May 3<sup>rd</sup> ?

Clerk Jessica Bailey, Yes.

Mr. Simms, Okay.

Clerk Jessica Bailey, Yeah for the actual election date.

Mr. Simms, We already know now you're short? Did you have like a...because when you mentioned your short Poll Workers already?

Clerk Jessica Bailey, Yes, it's two weeks until Election Day and we don't have all of our Poll Workers, and classes started on Monday.

Mr. Simms, Any High School kids? Have you seen a surge in that?

Clerk Jessica Bailey, No, not really. So we're still reaching out to different government classes and a lot of the school systems have E-learning days, so that's helpful. But it's still always difficult.

Mr. Simms, Okay.

Mr. Jessen, Do the Party Chairmen sharing that responsibility as well?

Clerk Jessica Bailey, Yes, their deadline just passed on the 12<sup>th</sup>, so now the county can start filling the positions. Before then we have to wait until the 12<sup>th</sup> and as soon as that day is over then we can contact people.

Ms. Graham, Just for clarity, can you repeat what they get paid?

Clerk Jessica Bailey, So Clerks get \$150 dollars, and the Judges get \$150 dollars, if they travel now, they'll get \$180 dollars, Inspectors get \$190 dollars and in addition to that there's \$50 dollars for...

Mr. Simms, Training.

Clerk Jessica Bailey, For training for class for the first one and then \$20 dollars for meals.

Mr. Jessen, And on the Form 144 it's a \$0 to \$20 dollars on the Office Staff?

Clerk Jessica Bailey, Yeah, so when we were going through and hiring part-time people we don't have a classification for Office Staff. We have them, we have people that are getting paid out of the hourly budget, we just don't have it listed on the Form 144. So when I was working with the Auditor's Office it was suggested that we...

Mr. Jessen, So that's up to \$20 dollars per hour?

Clerk Jessica Bailey, Yeah.

Mr. Simms, I will say you've got one heck of an Ad campaign going on, I'm seeing the Voting Center stuff all over the place. So it's really neat.

Clerk Jessica Bailey, Thank you.

Mr. Simms, I'd be shocked if there's a lot of people that still have no idea that they can go anywhere, you know that's nice, it's nice that...

Clerk Jessica Bailey, We've tried to reach out as much as possible.

Mr. Rivas, Be prepared to be shocked.

Mr. Simms, Well yeah.

Clerk Jessica Bailey, We still get calls every day but, that has certainly helped.

Mr. Jessen, So Jessica, as you look at the \$40,000 dollars that you are putting into advertising for that effort...

Clerk Jessica Bailey, Yes?

Mr. Jessen, Can you roughly say how much is going to the billboards for instance? How much is going to...

Mr. Bozak, (Inaudible)

Clerk Jessica Bailey, The majority of it was mailings.

Mr. Jessen, Right.

Clerk Jessica Bailey, Um...those were quite costly. We did lower it, but unfortunately the Commissioner's machine broke, because we used it a lot. So we tried to keep as much of this in-house as we did. So we...the six of us stuffed the envelopes ourselves, which was quite time consuming. We printed it all and shut down the IT's Print Shop for a little while, for envelopes and for the actual letters. But then we ended up having to go with the Mailing company, because we broke the Commissioner's machine. But that ended up saving us a lot of money...

Mr. Rivas, By breaking their machine?

Clerk Jessica Bailey, Well not breaking the machine entirely, but the company that the Commissioners were using was charging us .46 cents per letter and we ended up being charged .20 cents.

Mr. Simms, Oh wow.

Clerk Jessica Bailey, So we drastically cut that almost in half.

Mr. Jessen, Is that where the \$80,000 dollars to postage?

Clerk Jessica Bailey, Yeah, and it won't be all that, we'll transfer some of it back, we just needed a dollar amount. Because we had no idea what this gonna...where we're going to end up having to go in order to get these mailed. So we'll transfer some of that back after we get the final billings. But yes, we've...first that's what the majority of the postage went, so roughly about \$40,000 dollars or so went for that. And then we have billboards, that was about \$1,800 dollars. We have Indiana 105, that's going to be going on, I think we approved the scripts today. They're pretty funny, and so that's about another \$1,500 dollars. We have two movie theaters, both Portage and Valpo, so that's again about another \$3,000 dollars. We did the Chesterton Tribune, The Times, both digital and print for both of them, so that was about another \$1,000 dollars.

Mr. Jessen, Do any of those view that as a public service announcement of some sort? Or...

Clerk Jessica Bailey, Yeah some of them have.

Mr. Bozak, The Chesterton Tribune better.

Clerk Jessica Bailey, No.

(Laughter)

Mr. Bozak, She was just here so I was just picking her out.

Clerk Jessica Bailey, You've got to pay their salaries somehow.

Chesterton Editor Amy Lavalley, Thank you.

(Laughter)

Clerk Jessica Bailey, But yeah, so Indiana 105 is doing News Stories on it as well as the paid advertising. And there's been some other blips put in newspapers and things like that.

Mr. Bozak, Some radio shows, I've heard about does too.

Mr. Simms, Absolutely.

Clerk Jessica Bailey, Some radio shows, and put it on their Facebook and everything. All the Chambers jumped at it and they put it in all of their broadcasts. The Recycling and Waste Reduction, Westchester Public Library, Porter County Public Library, who else...

Mr. Simms, Valpo Public Library?

Clerk Jessica Bailey, Expo, Memorial Opera House, Elections. We've submitted to the Life sites, so I mean we have reached out to a lot of free advertising in addition to what we paid for.

Mr. Jessen, Thank you.

Ms. Graham, Let's hope it works for the good.

Ms. Bozak, It will.

Mr. Rivas, Was there is a motion and second? I don't know if there was one on floor was there?

Ms. Graham, I make a motion to pass it.

Mr. Simms, Second it.

Mr. Rivas, Motion and a second on all the transfers and the corrected Form 144. Further discussion? Can we get a roll call since there is a 144 in there that Madame Auditor? And you've got the changes.

Auditor Vicki Urbanik, Yes.

Motion carried on the following roll call vote:

Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes
Mr. Bozak	-	Yes
Mr. Brickner	-	Yes

Auditor Vicki Urbanik, 7 - 0

Mr. Rivas, So these transfers...yeah it's just not that easy. These transfers, I mean what are we...I mean you're talking a couple of \$20,000 transfers, \$80,000 transfer, what are we going to be looking like going into the Fall at the end of the year?

Clerk Jessica Bailey, Um we will know more when we know how many ballots go out for the Primary? We ordered 100% percent of ballots for the Primary, we are confident we are not going to use them. So we will be able to use those for the General as well. So that's a good thing about the new ballots that we have.

Mr. Jessen, So at this point you feel comfortable that you'll have enough for the General, or otherwise you wouldn't transfer it right?

Clerk Jessica Bailey, As far as Ballots and Coding, yes. Absentee Boards, this is the first time we've had seven locations, so we did cut down on some of the Boards, partially because we couldn't fill them and partially because the turnout just isn't there. So that's why we've been having them do some additional duties, but if the General is busy and we have to add additional Boards then we may not be as set as possible, so it all depends on the Voter turnout. We don't want long lines, which is partially why we extended to seven different locations, but with that comes...

Mr. Bozak, Did you say we're not having a good early voter turnout?

Clerk Jessica Bailey, No, it's pretty low.

Mr. Jessen, What are those numbers, just approximately?

Clerk Jessica Bailey, Around 1,500 voters.

Mr. Jessen, Total?

Clerk Jessica Bailey, Yes.

Mr. Bozak, With all those locations...wow.

Clerk Jessica Bailey, Yes.

Mr. Rivas, Well I appreciate you doing transfers, trying to work within your budget early in the year. You talked to the Commissioners about the difference in that.

Clerk Jessica Bailey, No, I'm not sure why, I did speak with their vendor and their vendor prefers to send out mail. I learn there's a whole lot of different way you can send out mail and they sent it out at a higher cost of postage. When we went with the other company, they forwarded me their correspondence with the Postal Service that said we did not have to send it out at the higher rate of postage. And so with that confirmation we felt comfortable going with the lower postage rate.

Mr. Bozak, Stay with that.

(Laughter)

Mr. Simms, Yeah.

Mr. Bozak, Tell them, tell them.

Mr. Rivas, All right thank you.

Mr. Jessen, Thanks Jessica.

Mr. Simms, Thanks Jessica.

Clerk Jessica Bailey, Thank you.

## **Development & Storm Water Management - Director Robert Thompson**

### **Plan Commission - 1180-000-0079**

Form 144                      \$41,882 to \$34,500 Building Administrator

Reason: Need to reduce salary for Building Administrator.

Mr. Rivas, Development & Storm Water Management. Plan Commission Form 144 it looks like a reduction \$41,882 to \$34,500 Building Administrator. Need to reduce salary for Building Administrator. Hello

Development & Storm Water Management Beth Moench, Hello.

Mr. Rivas, How are you?

Development & Storm Water Management Beth Moench, Good how are you?

Mr. Rivas, You drew the short straw huh?

Development & Storm Water Management Beth Moench, Yes.

Mr. Simms, This isn't Bob?

Mr. Rivas, This isn't Bob.

Mr. Bozak, I'm Andy by the way, what is your name?

(Laughter)

Development & Storm Water Management Beth Moench, I'm Beth.

Mr. Bozak, Nice to meet you.

Development & Storm Water Management Beth Moench, Happy Birthday.

Mr. Bozak, Well thank you.

Mr. Rivas, There's a...

Mr. Jessen, I make a motion on the Form 144.

Ms. Graham, Second.

Mr. Rivas, Motion and second, discussion?

Mr. Jessen, Do you want to explain? Is this just someone left and someone will be hired at the new lower rate?

Development & Storm Water Management Beth Moench, She was originally part-time, and we put her full-time because we're going to be expecting a lot of building permits hopefully. And we're just trying to keep it fair with the other...the equal paid position.

Mr. Jessen, So it's a part-timer that's becoming full-time?

Development & Storm Water Management Beth Moench, No, it's already full-time. It was a part-time position, she became full-time...just recently actually.

Mr. Jessen, And so she's full-time at that new proposed rate?

Development & Storm Water Management Beth Moench, Correct, yes. We were under the impression that it was an up to amount. So when we budgeted that amount, we thought that it was up to and when we were ready to put her at full-time, we wanted to put her at a lower rate to be fair with the employees that are at an equal position as her secretarial.

Mr. Jessen, Gotcha, thank you.

Auditor Vicki Urbanik, I would like to say something?

Mr. Rivas, Yes.

Auditor Vicki Urbanik, You may recall in the salary ordinance that the Bob Poparad provision that allows department heads to hire lower than the salary ordinance, as long as they come back to you for the approval.

Ms. Graham, Okay thanks.

Mr. Bozak, I like that position, it works well.

Mr. Rivas, Eric, you have got some big shoes to fill, there's provision after Bob now.

(Laughter)

Mr. Rivas, We've got the Poparad report in front of you right here.

Ms. Graham, Yeah.

Mr. Rivas, We've got the Poparad provision. We've got to get a roll call on that one for the Form 144?

Auditor Vicki Urbanik, Yes.

Motion carried on the following roll call vote:

Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes
Mr. Bozak	-	Yes
Mr. Brickner	-	Yes
Ms. Graham	-	Yes

Auditor Vicki Urbanik, 7 - 0

Mr. Rivas, Thank you.

Mr. Jessen, Have a good evening.

Mr. Bozak, It's nice to meet you Beth, have a good night.

### **Porter County Sheriff – David Reynolds**

#### **Sheriff General Fund - 1000-000-0005**

Additional \$60,000 to 11300 Overtime. Reason: To cover the cost of Overtime spent for Special Services.

Transfer \$10,000 from 11100 Salaries to 11300 Overtime. Reason: To cover the cost of shift coverage. Special Services depleted the funds.

#### Police Pension Proposed Plan Amendments (2023 Cost Estimate)

(The additional cost for 2023 is estimated to be between \$150,000 to \$200,000)

- Add Plan Language to clarify vesting years of service for re-hired officers (Cost Neutral )
- Update DROP language (Cost Neutral )
- Update mortality tables/interest rate assumptions (-\$ 5,364 )
- Change 5 year to 3 year average salary (\$51,918 )
- Change retirement eligibility to 20 years of service (\$169,761 )
- Capping overtime (Some Savings )

Mr. Rivas, Porter County Sheriff. Sheriff General Fund additional \$60,000 to Overtime. Reason: To cover the cost of Overtime spent for Special Services. There is

also transfer of \$10,000 from Salaries to Overtime. To cover the cost of shift coverage. Special Services depleted the funds.

Ms. Graham, Motion to approve.

Mr. Rivas, There is a motion on the floor.

Mr. Jessen, Second.

Mr. Rivas, There's a second, discussion?

Mr. Bozak, What's Special Services, or can you not tell me?

Porter County Sheriff Finance Administrator Kathy Grskovich, There are Special Services for the different DEA and all of that.

Mr. Bozak, Okay thank you.

Porter County Sheriff Finance Administrator Kathy Grskovich, We really...

Mr. Bozak, Okay that's all I needed.

Porter County Sheriff Chief Deputy Timothy Manteuffel, We can't tell you everything.

Mr. Bozak, That's why I asked.

Mr. Rivas, This is different, I know we created that grant fund...

Porter County Sheriff Finance Administrator Kathy Grskovich, Right.

Mr. Rivas, To reimburse...

Porter County Sheriff Finance Administrator Kathy Grskovich, So we are working with the Auditors on how to actually to do that now, because that grant can't go negative, and so we get reimbursed for this, after we pay out salaries. So what we are going to do...I believe (inaudible) I think Vicki will probably explain it better than I would.

Auditor Vicki Urbanik, So we are going to wait for the reimbursement, to put into the new fund, and the fund number escapes me right now...and then they will use that new fund to pay the overtime of Special Services. Which brings me to the next question, since this is an additional to the General Fund. One we start paying...once the new fund gets active, would you be reducing the appropriation in the General Fund later on?

Porter County Sheriff Finance Administrator Kathy Grskovich, Yeah we could because the money will go back into it.

Auditor Vicki Urbanik, Okay.

Porter County Sheriff Finance Administrator Kathy Grskovich, Right absolutely.

Mr. Rivas, Okay.

Ms. Graham, So some of this is being paid from a grant fund that can't go negative?

Porter County Sheriff Finance Administrator Kathy Grskovich, It's not an actual grant fund.

Auditor Vicki Urbanik, Right. Yeah, it's a Local Control Fund. You may recall that last year...was it budget hearing or near Budget Hearing time. The Sheriff always comes here to get an additional appropriation for the Federal Reimbursements that's

placed in the General Fund, and then they use that money to pay out more overtime. So we cleared it with State Board of Accounts that we could create the Local Control Fund to deposit these reimbursements in so that they don't have to keep coming back for overtime in the General Fund. But we need that fund to build up before we can start paying for overtime out of it. Because then we will always run behind, especially near the end of the year, and we can't let a Local Control Fund go negative.

Ms. Graham, Okay thank you.

Mr. Rivas, Further discussion? Can we get a roll call on the additional and the transfer?

Auditor Vicki Urbanik, Yes.

Motion carried on the following roll call vote:

Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes
Mr. Bozak	-	Yes
Mr. Brickner	-	Yes
Ms. Graham	-	Yes

Auditor Vicki Urbanik, 7 - 0

Mr. Rivas, All right Police Pension Proposed Plan Amendments 2023 Cost Estimate. The additional cost for 2023 is estimated to be between \$150,000 to \$200,000. I'll just stop there.

Porter County Sheriff Dave Reynolds, Well first of all I'd like to say a few things, because I know you have a lot of questions and I think you're seeing this in all of the departments. But it's magnified with law enforcement as far as attracting candidates and keeping them. You know I've been around since the early 1970's and I've never seen anything like it, we're still getting good candidates, but with the amount of candidates that we're getting is like from 150 to maybe 15 to 20 candidates. And then we go through a strenuous backgrounds and you know we weed them out, which we do. So the whole thing is we've been working with and I'm going to introduce Christopher Dilts, CFP, CEBS, CLU, ChFC in a second, and he can explain, answer most of your questions and concerns, and I know you do have some. But the pension board, which we expanded about a year ago is about almost a third of our police department. So, the pension is something that we've been working on and trying to make it stronger and more attractive and better for not only for the future candidates but the officers that we have. So we, and you mentioned it with other departments how competitive things are, so you can imagine how...what a competition we're in. You know we've created our own problems with our Jail, because we hire such good people in our Jail, everybody takes from our Jail, it's very competitive. So we have to fight to try to keep our own guys in our family. So I just hope you and I know this is a big...a big thing for you guys to approve, but you need to understand how important this is for our whole department, and how we would be set apart from some of the competition that we have. Just a little bit of background, we checked the three departments that we always...that everybody always compares us with because of size is Vandenberg, which is Evansville, Tippecanoe which is Lafayette, and Hendricks which is outside of Indianapolis. They're about the same size as us, the demographics is a little bit changed difference, but basically if you would see us we kind of mirror ourselves with all of us. All three of those departments I mentioned have this, not that we're in direct competition with them, but it just shows you that it's nothing that we're shooting from our hip and we're trying to go out of the box here. This is something that they've found that out years ago because they're in the same position, because they're in the same position, they're competitive with a lot of...Hendricks with all the donuts towns and around Hamilton County and Indianapolis and us the same way. So I want to introduce Chris Dilts, he's our Financial Advisor and he originally started with his Dad, and in the later 1990's but he stayed with us and with our pension. His Dad started it and Chris has been right there ever since and they took pension, which was in dire straits in 1999 and now we're...it's a viable pension. Our guys and it's a

credit to our department on how important they think this is, because they all want to be on the pension board. Because you know they know that, you know they are starting to see the...how important it is. So without further ado this is Chris Dilts and if you have any questions, if you want to say something right now that would be good?

M.A. Dilts & Associates, Inc. Christopher Dilts, I would just add that the pension is doing very well. I'll give a couple of quick facts, the contribution is calculated by the actuary annually and so the contribution for 2021 to the pension was \$1,293,000 dollars. In the county you don't find many bills that go down, the contribution for this year is \$1,242,000 dollars, now \$50,000 dollars isn't a lot but it's says salaries went up and everything else went up. The pension contribution is based on those, what kept it going up is the funds are doing very well and we've removed almost all of the expenses. We don't even ask for too many cost studies, because the actuary charges for those. So, we can do a lot of the work, I would also point out that in 2018 at the end of the year the pension balance was under \$15,000,000 million dollars. At the end of this past year it was \$23.2 million dollars. The actuary looks at that very positively too, but they still base contributions on the next thirty years. So even if there were a bad change it doesn't get charged to the county the following year, they break it down, say here's what it is over thirty years. So we've managed the plan well, the last number I would give is simply that it's done as a percentage of payroll, is how it's calculated, and the calculation in 2016 was 32.2% percent, this year it's 28.7 million dollars. So I'm sure you're familiar with reducing something by 10% percent, is the percentage of contributions is substantial. I won't say we'll hold it under 30% percent forever, but that's just...that's incredible progress, in the past five, six years. So everything about the pension has been running smooth, we just felt the timing was right to be able to say, there's some minor changes we'd like to make. There are changes we'd love to make COLA (Cost of Living Adjustment), Health Care, there's a lot of...those are, we'd...that's not even possible to ask for we know that. So these aren't ideas we came up with last week, we've actually have not brought anything to the County Council for five years. We've been studying these, saying what if we did this, what if we...what combination doesn't cost much, and would give the most bang for the buck would help us with our problem hiring officers. With that, if you'd like to walk through it might answer specific questions.

Mr. Brickner, First of all I appreciate...I've read the proposal and I appreciate the work put into this and I just want to know if you could kind of give a brief version of how the pension is set up? Just to kind of clarify how it's set up currently, and then what the specific changes are you're proposing to the pension? Just kind of get...you know to be able to state that and are on the same page.

M.A. Dilts & Associates, Inc. Christopher Dilts, Sure yeah. So the general, as of right now for you to be eligible for a pension, there's a set of rules with police plans, the State statues, this is what they are, you have to live within them. So the State statues for all police plans in the state, whether that's County, State, Municipal, all of them fall within these statutes. They say that 20 years is the minimum, and the formula for the first 20 years is one amount, and then they state that the maximum pension is 32 years. They don't want police officers sticking around, your PERF pension continues, there is no end on it. So if an employee works another year, their pension percentage goes up, they earned another year's service. For police officers hired let's say between 22 and 24, their pensions done going up between you know 56 and 58.

So that's the main change we're looking at right now it says that you must have 20 years of service and be age 50. We're simply saying, could we change that to 20 years of service. It's always been in there, it's the statue, we just have 20 and 50. So that doesn't...their benefits don't go more that they would have a lower benefit, they stay longer they get more. But when you begin trying to understand police departments, what are you going to...what's a police officer going to do for another job when you leave, when your pension won't go any higher and you're 55 years old. What's your next job? What do you do until you're 62 and can get Social Security...until you're 65 and you can get on Medicare. You can't...you know the county plan you have to pay for the health insurance, you've earned the right to stay on it. So they can't leave, they can't go, we think where the world is heading with the police, is if they can leave before they're 50 years old. If they can they can find another job when they are 48, 52, that's where they're going, we can't pay them any longer, the pension quits going

up. They all know they run up against us in their mid-50's, so that's the concept there. There other smaller piece to it is five-year average, so when you calculate...so the PERF plan is five-year average, this plan is five-year average. We're simply saying if we could move it to a three-year average, then if you got a raise or you got promoted, your pension is based on your three years not the whole five years, so it bumps it up a little bit.

Mr. Brickner, Your three best years.

M.A. Dilts & Associates, Inc. Christopher Dilts, Your three best, your three highest years. Right now it's five highest years. The other three are details and let me just look at a list again, so I can have them. Oh the other thing I would point out is in what you read, what's in the agenda. The way that the pension is calculated an actuarial evaluation is done following each year, so in the spring that calculation is the number that will be submitted in the funding in your process for next year's budget. So if we did make the changes this year, they would be enacted into the plan effective next year, it will not affect 2023's you already have those. They've already been delivered, so it does not change next year, it's a whole another year after that, it would be in the 2024 valuation done, following the end of 2023. Does that make sense? So it's a whole another year later, before next year's pensions already calculated and done It's about the same amount as it was last year. It'll be back up to \$1.290 million dollars not \$1.292 million dollars but a little above the \$1.242 million dollars.

Mr. Jessen, So with that said, are you saying here it's showing additional costs for 2023?

M.A. Dilts & Associates, Inc. Christopher Dilts, It would be 2024.

Mr. Jessen, So the 2023 is not correct?

M.A. Dilts & Associates, Inc. Christopher Dilts, It was not correct.

Mr. Jessen, And then that would be...that's \$150,000 to \$200,000.

M.A. Dilts & Associates, Inc. Christopher Dilts, Yeah and there's so any others, there's so many factors that go in, you don't have to, did anybody leave they? They assume they would retire and if somebody stays longer, if salaries aren't raised 4% percent that's less than what's assumed. If you've ever looked at an actuary, it's these hundred things are all build in. Here's what every officer, here's one where they would leave, here's what the plan would cost. Then they back it down and that's carried out 30 years, back it down to see alright you're funding at this level, here's the funding that would be needed for the next 30 years to break even and that's how they do all that and then how well we did on the investments. So they...we requested the numbers last year based on the valuation coming out this year, so we had it then that's why we say it's about that number, we think it will be better and some of it comes from the Sheriff's budget, some of it comes from service of papers. So the number we're giving you to \$1.2 million dollars is the total, in addition to that the officers contribute, papers count towards some, there's hundreds of things going in the budget that the county doesn't pay anywhere near that much.

Mr. Bozak, So the actual impact is \$1.2 million dollars? Not to the county but in general...

M.A. Dilts & Associates, Inc. Christopher Dilts, That's, that's...no that's

Mr. Bozak, Where does that number come from?

M.A. Dilts & Associates, Inc. Christopher Dilts, That's the annual pension contribution.

Mr. Bozak, Okay that's the total. This is really confusing.

Mr. Jessen, So...just so I understand it, so you hypothetically have a officer starts up at 25 years old, and as it stands now they're vested at 45 years older.

M.A. Dilts & Associates, Inc. Christopher Dilts, So 45 years old it's only early. So let's leave that one out, it's 50 years old.

Mr. Jessen, No I'm not here (inaudible) so you hire them at 25 years old, in 20 years they're 45 years old.

M.A. Dilts & Associates, Inc. Christopher Dilts, If we have the 20 years and out yes.

Mr. Jessen, Gotcha. I'm saying that's where we are today?

M.A. Dilts & Associates, Inc. Christopher Dilts, Yes.

Mr. Jessen, And as...but they're vested at 45 years old, but wouldn't receive it until they're 50 years old currently?

M.A. Dilts & Associates, Inc. Christopher Dilts, Right now currently.

Mr. Jessen, Right. Are you proposing...

M.A. Dilts & Associates, Inc. Christopher Dilts, They wouldn't even be...so the vesting schedule is shorter than that, but at 20 years they would have 20 times the end, you know if they worked 21 years it still goes up.

Mr. Jessen, Right, but they would have to wait till 50 to start receiving a pension?

M.A. Dilts & Associates, Inc. Christopher Dilts, Yes.

Mr. Jessen, And then the new recommendation would mean at 45 years old they could leave...

M.A. Dilts & Associates, Inc. Christopher Dilts, They could leave.

Mr. Jessen, They could start receiving their pensions...

M.A. Dilts & Associates, Inc. Christopher Dilts, Start receiving.

Mr. Jessen, Basically giving them 5 years of pension? Five additional years of pension in that example?

M.A. Dilts & Associates, Inc. Christopher Dilts, But it's reduced, because they only have 20 years at the time. You work five more years, you get 10% percent more. It's 2% percent a year, versus PERF which is 1.1% percent. Details but...

Mr. Jessen, Well the thought would be that uh....

M.A. Dilts & Associates, Inc. Christopher Dilts, But your main point is right. It's just I'm letting you know the officer that worked at 50 would still have a bigger pension than the officer that left at 45 years old that's all.

Mr. Jessen, Sure...yeah.

Mr. Bozak, So my question is you guys compared it to other Sheriff offices...what's...I mean our competition a lot of it's Valpo, Chesterton and Portage right? Isn't that where you lose officers? Where are they at? What do they do?

Porter County Sheriff Dave Reynolds, We lose them to State Police, Michigan City, different counties.

Mr. Bozak, Okay but what does Chesterton, Portage and Valpo doing?

M.A. Dilts & Associates, Inc. Christopher Dilts, So all of, all of their plans are what's called the 77 plan for all municipal officers. So they're all in the State plan

that's the big one, bigger than the county plan. The State plan is 50, this would give us an advantage...

Mr. Bozak, Okay so it makes us more attractive.

- Add Plan Language to clarify vesting years of service for re-hired officers (Cost Neutral )
- Update DROP language (Cost Neutral )
- Update mortality tables/interest rate assumptions (-\$ 5,364 )
- Change 5 year to 3 year average salary (\$51,918 )
- Change retirement eligibility to 20 years of service (\$169,761 )
- Capping overtime (Some Savings )

M.A. Dilts & Associates, Inc. Christopher Dilts, It just has that and it's the only things we can afford to put in, that say even these benefits you see we're talking about \$150,000 dollars annual contribution that we'd hope to offset over time. But these are the minor things we can put in that actually give it an advantage. So let me go briefly into the other pieces, a couple of them are just language. So you see a list there (see above), I just have to look back here quickly. So, there is Plan Language to clarify vesting years of service, if an officer is rehired. We've never had one rehired, we rehired one and McCready and Keene the Actuary said there is no language in your plan for a rehire. So we're just...it doesn't cost anything, it's they just they say you can't rehire, they can't have anything with the...you have to have language for that. And it would be proper language, it would say yes if you put your contributions ban in you can have back the service that you had. It would count but you still have to be age 50 and 20 years of service for it to qualify. If you don't get that far you don't get anything you can take your contributions back again. So it was a real straightforward that we didn't know until the Actuary said you better update your plan. I would remind the County Council briefly that this plan cannot be changed without approval of the Sheriff (inaudible) and the County Council. One party can't do it, the other can't do it, we have to all be in agreement to make any changes.

Mr. Jessen, To the current pension?

M.A. Dilts & Associates, Inc. Christopher Dilts, To the pension.

Mr. Jessen, Right (inaudible)

M.A. Dilts & Associates, Inc. Christopher Dilts, Right to how it's written today.

Mr. Jessen, The County Council's role only the appropriation for that or is it actually an approval?

M.A. Dilts & Associates, Inc. Christopher Dilts, It's actually approval, you have to sign the amendment. The plan amendment, everything that changes there will be a plan amendment for. We're coming here first, we didn't ask for the amendments, we asked for the cost studies. We will request, so it's still a process after it's approved, we'd request the amendments, we bring them back and go through them again. Just for everybody to make, you know there's that way everybody's seen every bit, it's all there, we'll go through it again. They have to be signed, after they're signed the plan can say okay we can make this effective for next year now. You can't be made effective prior, it has to be after the signing.

Mr. Jessen, You're not suggesting we approve anything tonight are you?

M.A. Dilts & Associates, Inc. Christopher Dilts, Well we'd like approval to move forward. So we're asking for general approval if that means that they'll be follow-up before you actually give it full approval. Yes but we're saying that we're not going to request all of this if you're saying no we're not giving it to you. So we would want a level of approval that says, yes proceed or you're going to have to meet with us, we'll talk about each one of these five pieces and we'll decide what we're...for example, one of them is a cost savings. Well if we're not allowed to add anything to the plan, I don't know how anxious we'd be to cut something out of the plan. So we can negotiate, which it's all there, but we thought we did a fair job of putting all five together that we've been planning for a long time, at one time at good timing.

Mr. Jessen, Let me ask a more general question? Again I understand the thought behind it, and everybody can appreciate the importance of attracting and retaining the right people, that's throughout the county. So as we look at this specific component, which of course pension is just a part of total compensation, an important part for sure. As you at it and I guess the Merit Board would certainly have an opinion on it, but I'm wondering if these particular pension plan, if this particular change, which could cost in the neighborhood of \$200,000...up to \$200,000 dollars. Is that a better way to attract and retain? Versus would the officers prefer to have more salary than to worry about a pension that will get them something at the 20 year mark?

Sherriff David Reynolds, Well I think that they would probably say, if they were all here, they would say they would want both.

Mr. Bozak, I would think they would deserve both if we were in a perfect world (inaudible)...

Sheriff David Reynolds, They would want the salary, which we haven't had, you know outside of our stipend. But I think that's a good, I think that's fair, I mean that's things that I've kind of dealt with too, you know dealing with all of this. If I was in your position, I think that's a good question to ask. And I think that you need to just appreciate what we're trying to do too, and then hopefully we can come up with something that we can all agree on that would help our pension, help what we are trying to do too. Do you know what I am saying? So, I mean the five to three (change 5 year to 3 year average salary) would affect everyone, and I don't think it's \$50,000 dollars but it's...that's pretty attractive.

M.A. Dilts & Associates, Inc. Christopher Dilts, The way the numbers are written there incidentally, the first number for the updating the plan language regarding mortality and interest rate is a minus -\$5,364 dollars the other two are pluses. You can't tell because they are all in parentheses right now, somewhere the other parentheses got lost, but that was not a cost, that was a cost savings. A minor detail, you know \$5,000 dollars is not much, but that's why we put it under the list of actuarially neutral, but it actually saves \$5,000 dollars when they did the study.

Mr. Jessen, Does this apply to active officers or is it retroactive for current retirees as well?

M.A. Dilts & Associates, Inc. Christopher Dilts, Everybody.

Mr. Jessen, Everybody.

M.A. Dilts & Associates, Inc. Christopher Dilts, It's just so we all know that we are living longer, mortality tables are changing, that just anybody that's familiar with required minimum distributions, they just apply the new tables to that. So what you might have to take out when you're 72 years old is less than it was a year ago, because they said that you live longer now so the percentage...same thing with this plan. Except ours hasn't been updated since 80's so it's really out of date.

Mr. Brickner, I'm just going to...I'm sorry Sylvia go ahead.

M.A. Dilts & Associates, Inc. Christopher Dilts, Yes?

Ms. Graham, You know when you said that it hasn't been updated since the 80's, I thought I have voted on it a couple of times.

Sheriff David Reynolds, We haven't been in front of you for five years.

M.A. Dilts & Associates, Inc. Christopher Dilts, Okay, but this is mortality and assumptions...

Ms. Graham, Okay.

M.A. Dilts & Associates, Inc. Christopher Dilts, And so part of the reason in the 80's the table only came out every ten to twelve years. It now comes out annually, so

going forward it would be slightly adjusted every year, there in fact anticipating that a year or two from now, due to COVID it will go the opposite direction for the first time in three decades.

Mr. Bozak, Well that's interesting.

M.A. Dilts & Associates, Inc. Christopher Dilts, People's lives will be a little bit shorter, not longer, but it adjusts annually now and the actuary is the one telling us that you can't leave this the same. Well we can't change it unless we come to you.

Ms. Graham, Okay and I appreciate it. Where would we all be without our officers and safety in the county it would be just terrible. I'm just not familiar with some of this and I probably would have appreciated more one to one, or a group knowing what all of this is about. What is DROP (Deferred Retirement Option Plan) language? Have you already talked about what that is?

M.A. Dilts & Associates, Inc. Christopher Dilts, So DROP...so the DROP language is the Deferred Retirement Option Plan. So an officer can sign up for DROP, it takes a minute to explain. If the officer signs up for DROP their pension is locked in at that amount, and then each month that they continue working, that amount of pension is put into a fund. So to simplify it, if my pension is \$2,500 dollars a month at the point I elect DROP, if I did elect DROP it would have gone up a couple more years. I would have had another year of service, I would have had a little higher salary, and I would end up with this amount of pension. I'm going to lock it in at \$2,500 dollars and instead of having a higher pension, by my own choice. I'm picking that because when I retire I will now have a pension and let's say three (3) years which is 36 months a \$90,000 dollars lump sum. It's the same as everybody, so other plans offer this too, it's been in the plan for a long time. But our DROP language, when we wrote it, we're actually correcting it because right now it says or you could turn your DROP back in for the higher monthly amount you would have gotten. But you have to elect it and the day that you sign that form, you can't work past five years. You're signing the day you must leave, no if's and's or but's...no exceptions.

Ms. Graham, So you're more or less saying it's either or?

M.A. Dilts & Associates, Inc. Christopher Dilts, It's either or and when the Actuary looked back at it they said there's a correction you need to make here. Because if they did it the way it's currently written, and went back to the monthly, instead of taking the lump sum, the majority is still monthly, the monthly would be slightly higher than it should have been, they miswrote it. They asked...they said you should correct that. Well, I don't know we've had that many DROP's and I don't know that any of the DROP's turned around and elected that. But, right now under the plan they get a little bit too much and the Actuary says we should put that back so it's exactly cost neutral. So officially, that's would be kind of a cost savings but since nobody's done it, it never cost the plan. It's just a correction recommended by the Actuary.

Ms. Graham, And I did have a little bit of a concern about it, and I can appreciate what Sheriff Reynolds is saying. To change it from 5 years to 3 years and you are comparing us with some of the wealthier counties in the State of Indiana and I guess we're not doing bad in Porter County.

Sheriff David Reynolds, (Inaudible)

M.A. Dilts & Associates, Inc. Christopher Dilts, Well...

Ms. Graham, In County Government, for a county worker, everyone else in county government is 10 years. Your plan is...

M.A. Dilts & Associates, Inc. Christopher Dilts, No your county plan is 5 year salary average, it's your best 5 years. The County Plan, PERF, Teachers, TRF, PERF everybody's a 5 year average.

Ms. Graham, Oh okay.

M.A. Dilts & Associates, Inc. Christopher Dilts, We're the same.

Ms. Graham, I stand corrected.

M.A. Dilts & Associates, Inc. Christopher Dilts, That's alright, we're just looking...that's why we call it an improvement for the officers. What else can we do in our plan that doesn't cost much. That would just be an improvement over if they went to where there's a higher salary. And they went here, what can we give them that doesn't cost as much as giving everybody \$10,000 dollar raises.

Ms. Graham, And the last one you are saying capping overtime, right?

M.A. Dilts & Associates, Inc. Christopher Dilts, So that's (inaudible) money. So let me explain that one, it's a little complicated, not hugely...but the Pension, so for every dollars of salary, that's how the \$1.2 million dollars is calculated. Here's the salary 29% percent of that equals this number, that's how much you have to put into the pension to fund the pension benefits for that amount of salary. If salary goes up still 29% percent goes up. Now if somebody works overtime, that's always work that has been through the department, but now it's all coming from grants. So the grant comes in it's a 100% percent to salary, they don't put any aside for the pension. So now we have officers and the officers who get it, they don't want to give it up, but for the betterment of the plan they are getting benefits that aren't funded, no money went into the pension. And they got \$10,000 dollars in overtime, there pension is higher it's now a percentage of that increased pay. Down the line when they calculate that, it's going to cost our pension more and our pension would go up from time to time. Can you picture that, it's a long complicated scenario.

Sheriff David Reynolds, Sylvia, what we are talking about mainly is the guys that are working in Special Services, they're getting paid by the government a considerable amount of money in overtime, they're not putting that money toward the pension.

M.A. Dilts & Associates, Inc. Christopher Dilts, No contribution went in.

Sheriff David Reynolds, So that's what it affects. The average guy in our department doesn't make over \$5,000 dollars in overtime. So that's why we capped, so we basically, we're not penalizing those guys, they're still making it but they're not putting it in the pension anyways.

Ms. Graham, Okay.

M.A. Dilts & Associates, Inc. Christopher Dilts, So we're not going to let them have pension benefits on top of it, that we haven't funded that will cost our plan eventually.

Ms. Graham, I'm sorry, but I just didn't have the information, I know you came before us but I had a lot of questions that I needed answered. You know...

Mr. Rivas, They're good, great questions Sylvia.

Ms. Graham, Oh yeah.

Mr. Rivas, They are. Mike did you have questions?

Mr. Brickner, Hypothetically under the current system, an officer retires at their best 5 years...

M.A. Dilts & Associates, Inc. Christopher Dilts, Yes?

Mr. Brickner, What's an average, what's a pension of like somebody who retires as a Patrol Deputy...

M.A. Dilts & Associates, Inc. Christopher Dilts, So

Mr. Brickner, What would they receive?

M.A. Dilts & Associates, Inc. Christopher Dilts, Well let's do the math. So for all Public Safety Officers in Indiana the formula is the same. At 20 years of service, it's 50% percent of your salary. So let's say they retired at 25 years of service, then it's 2% percent a year for each year after it'd be 60% percent. If that officer was making \$60,000 dollars a year, that's \$3,000 dollars a month. If they got 50% percent of it, it would be \$30,000 dollars.

Mr. Brickner, So...okay, so if...

M.A. Dilts & Associates, Inc. Christopher Dilts, So at 60% percent you get \$36,000 dollars.

Mr. Brickner, So under the new plan you said they would make less money? Or...but they would collect earlier?

M.A. Dilts & Associates, Inc. Christopher Dilts, They would only collect earlier if they left at 20 years, they're still at, it's \$30,000 dollars a year.

Mr. Brickner, Okay.

M.A. Dilts & Associates, Inc. Christopher Dilts, They didn't get more, they just could have it sooner. But had they worked longer they would have been at \$36,000 dollars.

Mr. Brickner, Okay.

M.A. Dilts & Associates, Inc. Christopher Dilts, We're just saying go find another job now, before you're 57 years old and run out of our pension and then you are stuck and can't leave for health insurance and can't get any more in your pension. And we think that's going to be attractive enough to have more officers come to our department, then some place they would have to work a little longer.

Mr. Brickner, Okay.

M.A. Dilts & Associates, Inc. Christopher Dilts, We're pretty sure...well it will help. If there is only 15 officers...so when the department hires an officer, they don't come to work, they have to train, you have to send them off to training to the Police Academy. I mean they don't get to be on duty for how long and it's just six months to a year, and then if they leave we just shot all that money, we spent all that time training, didn't have an officer on the streets and then they are gone and we hire another one. In the last five years, the department has hired 21 officers. When your department is 63, 64 and 65 years old, that's a third of the department. That's what we are dealing with right now.

Mr. Rivas, What's the average age of officers?

Sheriff David Reynolds, In our department?

Mr. Rivas, Yes.

M.A. Dilts & Associates, Inc. Christopher Dilts, I have an actuarial study, they actually do that in there. I'll give you just a moment.

Mr. Rivas, You guys, my thought is maybe we pass this on tonight, and it's going to come back in front of us for approval of the amendment. Let's pass this on tonight, let them continue on down the path. Maybe a couple of us could work with the Sheriff and see; you know dig in a little bit more. It's not final approval by any means, but as you guys see we're in a very competitive market. I'm sitting here thinking that I know one department, where when they retire they pay for their health insurance for them and their spouse until the hit Medicare age. I mean there's a lot of other PERFS out there, I mean there's some rich benefits out there you guys. Do we want the best and the brightest? Not just here, but in all the departments, we're...we've lost a few department heads recently and we are in a very competitive

market. I think you know that, I think this is not the only department we're going to be looking at here.

Ms. Graham, My concern is it's saying that it's going to cost the County, if I'm right \$150,000 to up to \$200,000 dollars a year. Correct?

M.A. Dilts & Associates, Inc. Christopher Dilts, Yes.

Ms. Graham, And we're being told to you know...there's caution in the wind, let's put it that way. By the State and others, that maybe the county is not going to be receiving as much money as they have in the past. It's just in the wind, that's my concern. Certainly I want the best for the officers that protect us daily. I have used their services, and it's wonderful.

M.A. Dilts & Associates, Inc. Christopher Dilts, Two brief answers if I may? The average age is 37.9 years old.

Mr. Rivas, I was at 45.

M.A. Dilts & Associates, Inc. Christopher Dilts, I'm sorry pardon me?

Ms. Graham, So 37.9 years of age that's good.

M.A. Dilts & Associates, Inc. Christopher Dilts, 37.9 average years of age and years of service 10.9 years. And to your point on the \$200,000 dollars. Yes that is the number, but I'm pointing out that we've actually held the contribution steady for consecutive years. Had it still been 32% percent, we'd be \$100,000 to \$150,000 dollars higher right now. We're not trying to say we've save every penny of it, we're saying we've held it down for a long time. We know that we have done our work to help pay for the amount that we're asking for, so just a thought process.

Mr. Bozak, Mr. President, my concern is we are doing the pay study right now, that will be done July 31<sup>st</sup>, 2022 according to this, and it's not just a pay study, it's a compensation study. So I assume that they have asked you guys for details on retirement plan?

Sheriff David Reynolds, I think they finally did.

Sheriff Comptroller Edie Hahn, (Inaudible)

Sheriff David Reynolds, No...I don't think they did.

Ms. Graham, They have not asked your department?

Mr. Bozak, So I think that I personally...

Sheriff David Reynolds, (Inaudible)

Mr. Bozak, I personally feel if they haven't then we need to get with them to make sure that they do, and that should be part of what we're looking at come July. Because I think you've got some good points, and I don't disagree with you. But we are paying a lot of money, and we've held the line for a long time, for months now waiting on this pay study. I think we should we should wait and see what it come back with. But I also think we need to make sure that they are studying it.

Mr. Rivas, Well I think that would go hand in hand if we move this forward, then we're looking at it, it's not a final approval, but we can get involved in what they are doing. Like they said it's a negotiation, so let's get involved in what they're doing and this is something that maybe we can finalize around budget session or something, because my thought is we're working with them at the same time...

Ms. Graham, How did they get left out of not being in contact?

Mr. Rivas, I don't think they're left out.

Ms. Graham, Okay.

Sheriff Assistant Comptroller Kathy Grskovich, (Inaudible) we've been working with them, but they have asked zero questions about the pension.

Mr. Simms, It's just pension, it's just...

Mr. Bozak, Yeah, so I think we need to follow up with our...with Ms. Young (Rhonda) and ask what's going on and make sure that they're looking at that as well.

M.A. Dilts & Associates, Inc. Christopher Dilts, I...from what little bit I've heard, and I'm not inside the county. I don't think that cost study is moving along nearly at the pace that everybody thought it was.

Mr. Jessen, I think that...

Mr. Bozak, Thank you, that's the only update that I've gotten on it...so

(Laughter)

Mr. Jessen, The...

Mr. Bozak, It is...

Mr. Jessen, This is clearly a big issue for the county, and appreciating the importance of attracting and retaining the right people. My gut tells me that the emphasis...I think we'd accomplish our goal with more of an emphasis on pay and salaries, versus the 20 years down the road. I mean...and I'm thinking that might be the mindset of the young people that you're trying to attract. I don't know how focused they are on pension or retirement, that's just my personal experience at it. I think that there are some interesting points that it should be studied further, and talked about further. You talked about the counties, I think it would be interesting to compare that to local municipalities, to find out how it does compare in a total compensation sort of way. And maybe, I don't know there's nothing really to move on tonight. But I think what might be helpful is if we could get a group of three of us to go in and ask better questions and get more detailed information, to better understand what you are proposing versus just a few bullet points presented tonight. So I don't think we're in a position to vote on anything necessarily, but I think to study it further would be a fair consideration.

Mr. Simms, Well...but they need us to say yes for them to move forward. Right? And that's what you said early on, so we do have to do something.

Mr. Jessen, Move forward and...

Mr. Simms, (Inaudible) were one of the three that they need approval on, so they need to still go in front of the other two to see where there at. Because if it's not 3 - 0 then this doesn't work.

M.A. Dilts & Associates, Inc. Christopher Dilts, We have the approval of the others, we wouldn't have come forward without it.

Mr. Simms, Oh we're the last ones?

M.A. Dilts & Associates, Inc. Christopher Dilts, Yes.

Mr. Simms, Oh...sorry...okay.

M.A. Dilts & Associates, Inc. Christopher Dilts, It's been to the officers, it's been reviewed and been discussed for a number of years before we finalized and said it's time to see the County Council. We've met with Vicki, we've gone through all the costs, so that she fully understands all of it before we'd even come here. We did our homework.

Mr. Jessen, I think it might be helpful if three of us would get together to get more involved or aware of what that homework is, because up till now, I don't think we've seen it.

Ms. Graham, I agree, I feel that way too. And it is very important, I understand why you're here and asking for it.

Mr. Jessen, And this is a change that you're proposing for 2023 that won't have any impact until 2024, so I'd assume that we would have time for further review.

M.A. Dilts & Associates, Inc. Christopher Dilts, We do.

Ms. Graham, Good point.

Mr. Bozak, Yeah, I would say you guys keep the conversation going, the door's open and no one here I've heard say no. Personally, I want to hear from the compensation study. I wouldn't mind attending if you guys need a third person to go in. I mean whatever you guys want to do...that's just my thought.

Mr. Rivas, Well, I mean we're involved in this so you know I think what I'm gathering that they're looking for something to move forward. That they believe that we're interested in this, so whatever...

Ms. Graham, I think what Mike said to set up a committee...

Mr. Rivas, Yeah I think a number of us...I'm interested in moving forward with this. Guys, this is part of the total compensation of our officers, again I think we've lost a few people recently, taking higher paying jobs elsewhere, that we're going to have to consider this all across the board. Yeah, the wage study is part of it, so I would definitely recommend that a couple of us, obviously I think that Mr. Brickner should be involved. I'd like to be involved, I sit on a pension plan myself and anybody else, but we need to move this forward.

Mr. Jessen, I'd be happy to help move this forward.

Mr. Rivas, However you guys want to move forward with that, I mean if you want to. If somebody else wants to we'll set up the committee, we'll meet in the near future. We can't have...

Ms. Graham, Jessen and Brickner.

Mr. Rivas, Yeah only three of us would sit down...

Ms. Graham, Right.

Mr. Bozak, We can't do a quorum, otherwise we have to do a public meeting.

M.A. Dilts & Associates, Inc. Christopher Dilts, So with the three of you, we'll start the communication, we'll just figure out when the times are. We'll probably include a few members of the pension committee. I think that would be excellent and then we can develop it from there. You should see the amount of material that we've done for it already, this was to boil it down in that problem with the amounts that we've already gone through. The presentation we brought you had to be 100 pages.

Mr. Rivas, I appreciate it, this is good. We're going to be handling this for a while now, compensation pay and being competitive. So we'll...you've got them, can you give them, me and Mike, who else was on it?

Mr. Bozak, Jessen

Mr. Rivas, The Mike's and me, we'll meet here shortly and start moving this forward?

M.A. Dilts & Associates, Inc. Christopher Dilts, Sounds great, thank you.

Mr. Rivas, Is that all that you had?

M.A. Dilts & Associates, Inc. Christopher Dilts, Yes.

Mr. Rivas, Alright thank you.

**Health Department – Director Letty Zepeda**

**COVID 93.268 Immunizations and Vaccines Grant Fund - 8911-000-0610**

Additional \$144,152.63 to 11200 Hourly  
\$11,500 to 12100 FICA  
\$58,802.11 to 21100 Office Supplies  
\$17,294.74 to 32100 Travel  
\$86,473.69 to 39500 Contractual Services  
\$27,671.58 to 45400 Other Equipment

Reason: Immunization/Vaccines Grant for COVID vaccine supplement to reimburse fund 1159 for Grant, COVID vaccine staff and purchase three new vaccine refrigerators.

Form 144 Up to \$17 per hour Intake/Registration  
Up to \$30 per hour Vaccinator/Manager

Reason: To create a form 144 for fund 8911 to pay salaries of the Intake/Registration(s) and Vaccinator/Manager(s)

Mr. Rivas, Health Department. Immunization and Vaccines Grant fund.  
Additional 144...no additional

\$144,152.63 to 11200 Hourly  
\$11,500 to 12100 FICA  
\$58,802.11 to 21100 Office Supplies  
\$17,294.74 to 32100 Travel  
\$86,473.69 to 39500 Contractual Services  
\$27,671.58 to 45400 Other Equipment

The reason, Immunization/Vaccines Grant for COVID vaccine supplement to reimburse fund 1159 for Grant, COVID vaccine staff and purchase three new vaccine refrigerators.

There's a Form 144  
Up to \$17 per hour Intake/Registration  
Up to \$30 per hour Vaccinator/Manager

Reason: To create a form 144 for fund 8911 to pay salaries of the Intake/Registration(s) and Vaccinator/Manager(s)

Mr. Jessen, I'll make the motion on the Additional and Form 144.

Ms. Graham, Second.

Mr. Rivas, There is a motion and a second on the Additional and Form 144. Is there any discussion on that?

Auditor Vicki Urbanik, Yes.

Motion carried on the following roll call vote:

Mr. Wagner	-	Yes
Mr. Rivas	-	Yes
Mr. Bozak	-	Yes
Mr. Brickner	-	Yes
Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes

Auditor Vicki Urbanik, 7 - 0

**COVID 93.323 Epidemiology and Laboratory Capacity for Infectious Diseases Grant Fund - 8912-000-0610**

Additional \$85,000 to 11200 Hourly  
\$1,600 to 11300 Overtime  
\$5,650 to 12100 FICA  
\$150 to 12300 PERF  
\$7,600 to 37500 Other Rentals

Reason: Epidemiology Grant for COVID testing and to pay full time staff for 12/31/2021 testing and reimburse fund 1159. And for storage units for COVID PPE supplies.

Form 144 Up to \$35 per hour Nasal Swab Admin  
Up to \$22 per hour Nasal Swab Admin Asst.  
Up to \$19 per hour Intake/Registration  
Up to \$30 per hour Vaccinator/Manager

Reason: To create a form 144 for fund 8912 to pay salaries of the Nasal Swab Admin, Nasal Swab Admin Asst., Intake/ Registration(s) and Vaccinator/Manager(s)

Mr. Rivas, Epidemiology and Laboratory Capacity for Infectious Diseases Grant fund additional:

\$85,000 to 11200 Hourly  
\$1,600 to 11300 Overtime  
\$5,650 to 12100 FICA  
\$150 to 12300 PERF  
\$7,600 to 37500 Other Rentals

The reason Epidemiology Grant for COVID testing and to pay full time staff for 12/31/2021 testing and reimburse fund 1159. Also pay for storage units for COVID PPE supplies.

Form 144 Up to \$35 per hour Nasal Swab Admin  
Up to \$22 per hour Nasal Swab Admin Asst.  
Up to \$19 per hour Intake/Registration  
Up to \$30 per hour Vaccinator/Manager

Reason: To create a form 144 for fund 8912 to pay salaries of the Nasal Swab Admin, Nasal Swab Admin Asst., Intake/ Registration(s) and Vaccinator/Manager(s)

Mr. Jessen, I'll make the motion on the Additional and the Form 144.

Ms. Graham, Second.

Mr. Rivas, Motion and a second, discussion? Could we get a roll call on the Additional and Form 144?

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

Mr. Rivas	-	Yes
Mr. Bozak	-	Yes
Mr. Brickner	-	Yes
Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes

Auditor Vicki Urbanik, 7 - 0

**COVID 93.354 Workforce Cooperative Agreement for Emergency Response Grant Fund - 8913-000-0610**

Additional \$60,000 to 11100 Salaries  
\$4,600 to 12100 FICA  
\$6,720 to 12300 PERF  
\$2,400 to 22200 Uniform and Clothing

\$5,000 to 31300 Training and Education  
\$11,000 to 36100 Maintenance Agreements  
\$195,280 to 44200 Motor Vehicles  
\$15,000 to 45100 Data Processing Equipment

Reason: Workforce Co-Op Grant for School Liaison, Mobile Clinic, E H R software for nursing division and Laptops, Printers to use in Mobile Clinic and at schools.

Form 144 \$0 to \$10,000 Director of Nursing  
\$0 to \$10,000 Nursing Supervisor – Valpo Office  
\$0 to \$10,000 6 PHN's @ \$10,000 = \$60,000

Reason: To create a form 144 for fund 8913 to pay salaries of the Director of Nursing, Nursing Supervisor and 6 PHN's.

Mr. Rivas, Workforce Cooperative Agreement for Emergency Response Grant Fund Additional:

\$60,000 to Salaries  
\$4,600 to FICA  
\$6,720 to PERF  
\$2,400 to Uniform and Clothing  
\$5,000 to Training and Education  
\$11,000 to Maintenance Agreements  
\$195,280 to Motor Vehicles  
\$15,000 to Data Processing Equipment

Reason: Workforce Co-Op Grant for School Liaison, Mobile Clinic, E H R software for nursing division and Laptops, Printers to use in Mobile Clinic and at schools.

Form 144 \$0 to \$10,000 Director of Nursing  
\$0 to \$10,000 Nursing Supervisor – Valpo Office  
\$0 to \$10,000 6 PHN's @ \$10,000 = \$60,000

Reason: To create a form 144 for fund 8913 to pay salaries of the Director of Nursing, Nursing Supervisor and 6 PHN's.

Mr. Bozak, I'll make a motion.

Mr. Jessen, Second.

Mr. Rivas, Motion and a second on the floor, discussion?

Mr. Jessen, The only question I have can you explain the \$195,000 dollars for Motor Vehicles if you would?

Health Department Administrator Letty Zepeda, Our hope is to purchase a unit, a Mobile Clinic, so we can take out to the outskirts. We found out through COVID that a lot of times people can't come to our clinics here...

Mr. Jessen, Yes?

Health Department Administrator Letty Zepeda, and so it's also going to be advertisement for the Health Department to get people to come back to us. And it's going to be fully equipped to be able to vaccinate and pretty much do anything we can in that mobile unit. We have been researching the cost, and we're trying to keep the costs down as much as possible. We have found some that are pretty reasonable in cost, we just have to equip it with the refrigeration and things like that, that will hold the vaccine so that we can take it out.

Mr. Jessen, That's a great, a great idea. I was just trying to...I was just curious about how far you've gone down the path of investigating, or finding what the unit that you're looking for?

Health Department Administrator Letty Zepeda, We have done a lot of research on that and I can provide you with information on that.

Ms. Graham, How big is it?

Health Department Administrator Letty Zepeda, It's not going to be huge, it's going to be...I forgot what the feet are as for the footage.

Health Department Office Manager Kris Contrino, It was pretty close to...

Health Department Administrator Letty Zepeda, Was it 40 feet or 60 feet?

Health Department Office Manager Kris Contrino, No I think it was smaller than that. Because it's something we want to keep where we don't need to get a special license to drive it. So, I think it was more like 24 feet or something or 25 feet.

Mr. Bozak, That makes more sense.

Ms. Graham, How much?

Health Department Administrator Letty Zepeda, About 24 or 25 feet, so it's not going to be huge, it's going to be something comparable to...is it the Voters unit that uh...

Mr. Simms, Voter Bus?

Health Department Administrator Letty Zepeda, Yes.

Mr. Jessen, And as you look, is that in terms of the size, are you using the guideline of whether or not it requires a CDL (Commercial Driver's License) or whatever? I'm just wondering if the size is consideration? The size that you ultimately want and really need versus getting something too small or too large?

Health Department Administrator Letty Zepeda, Exactly and we're looking into that to make sure that it doesn't require a CDL (Commercial Driver's License), and that as far as we're going to store it as well and things like that. We've been talking to other Health Departments because we're finding out that's what they have, that's what they're using. And so like I said it's our focus it to make sure that we reach out to all the citizens of our communities, yeah Valparaiso and Portage, our clinics are here, but when you got out to Kouts and other outskirt areas...

Ms. Graham, So it would be set up in like a town or...

Health Department Administrator Letty Zepeda, We could take it out and set it up and then advertise for it, that the Health Department is there to...whether it's vaccinate for COVID or vaccinate for the Flu or anything else.

Health Department Office Manager Kris Contrino, Or even back to School vaccines.

Health Department Administrator Letty Zepeda, Right.

Mr. Simms, Physicals and stuff like that?

Health Department Administrator Letty Zepeda, Yes.

Mr. Jessen, Who ultimately signs what would be the purchase order for it or who's...is there a contract to be signed? Is the Commissioners sign something? Does the Board of Health sign something?

Health Department Administrator Letty Zepeda, It has to go before the Board of Health of course, we have to propose to them. You know once we get all the data, it's going to go before them so they can approve it before it start moving all the way up.

Ms. Graham, So they haven't, nothing has been approved yet?

Health Department Office Manager Kris Contrino, They have approved us getting one, but we haven't come to them with a final decision on what we need yet. Because we're still trying to decide what's going to be the best option for us.

Health Department Administrator Letty Zepeda, They like the idea, but like you said it's that we need to do.

Ms. Graham, This is a hard figure that we have here in this \$195,280 dollars?

Health Department Office Manager Kris Contrino, No, it was just an estimate.

Health Department Administrator Letty Zepeda, No

Ms. Graham, It's just an estimate?

Health Department Administrator Letty Zepeda, Yeah, just an estimate.

Mr. Jessen, I think it's a great idea and maybe for my edification, and the rest of the Council, when you...if you a picture or some details or specs on it?

Health Department Administrator Letty Zepeda, Yes.

Mr. Jessen, It'd be certainly interesting to take a look at.

Health Department Office Manager Kris Contrino, Okay.

Mr. Jessen, See what you guys are considering.

Mr. Rivas, Any more discussion? Can we get a roll call on this real fast on the Additional and Form 144?

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

Mr. Bozak	-	Yes
Mr. Brickner	-	Yes
Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes

Auditor Vicki Urbanik, 7 - 0

Mr. Jessen, Thank you very much.

Mr. Simms, Letty this is your last meeting in front of us isn't it?

Health Department Administrator Letty Zepeda, Yes it is.

Mr. Rivas, No

Mr. Simms, She's retiring.

Health Department Administrator Letty Zepeda, Yes I am retiring. I didn't quit, I didn't resign, I retired. I want to make that perfectly clear.

Ms. Graham, And it wasn't because of salary.

(Laughter)

Health Department Administrator Letty Zepeda, No it had nothing to do with that, no matter how much you offer me!

(Laughter)

Mr. Simms, We appreciate your service and everything you've done and...

Ms. Graham, Yes thank you.

Mr. Bozak, Thank you.

Health Department Administrator Letty Zepeda, It's been fun.

Mr. Rivas, Has it really?

(Laughter)

Mr. Bozak, (Inaudible)

Health Department Administrator Letty Zepeda, It really has, I just like torture, I don't know what it is.

(Laughter)

Mr. Rivas, Thank you for getting us through COVID.

Mr. Bozak, Thank you.

Mr. Jessen, Thank you.

Mr. Simms, Take care Letty.

**Highway**

**Local Roads and Streets (LRS) Fund - 1169-000-0530**

Additional \$450,000 to 23620 Bituminous. Reason: Funds for Crack Sealing.  
Transfer \$20,000 from 44200 Motor Vehicles to 45400 Other Equipment  
Reason: Replacement of worn out roadside mower on one of our Tractors.

Mr. Rivas, Local Roads and Streets (LRS) Fund additional \$450,000 to Bituminous. Reason, funds for Crack Sealing. There's a transfer \$20,000 from Motor Vehicles to Other Equipment. The reason, replacement of worn out roadside mower on one of our Tractors.

Ms. Graham, Move to approve.

Mr. Jessen, Second.

Mr. Rivas, Motion and a second on Local Roads and Streets the additional and the transfer. Discussion? Can we get a roll call on the additional and transfer?

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

Mr. Brickner	-	Yes
Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes
Mr. Bozak	-	Yes

Auditor Vicki Urbanik, 7 - 0

**Motor Vehicle Highway (MVH) Fund - 1176-000-0530**

Additional \$850,000 to 23620 Bituminous  
\$150,000 to 23600 Aggregate  
Reason: Bituminous and Aggregate for Chip and Seal program.

Mr. Rivas, Motor Vehicle Highway (MVH) Fund additional \$850,000 to Bituminous and \$150,000 to Aggregate. Reason: Bituminous and Aggregate for Chip and Seal program.

Mr. Brickner, I'll make a motion.

Ms. Graham, Second.

Mr. Jessen, Second.

Mr. Rivas, Motion and a couple of seconds, discussion? Can we get a roll call on the additional?

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

Ms. Graham	-	Yes
Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes
Mr. Rivas	-	Yes
Mr. Bozak	-	Yes
Mr. Brickner	-	Yes

Auditor Vicki Urbanik, 7 - 0

Mr. Rivas, How are you getting along?

Highway Supervisor Jim Polarek, We're living the dream.

Mr. Rivas, Yeah?

Mr. Simms, Congratulations, by the way.

Highway Supervisor Jim Polarek, Oh well thank you, so hopefully we're caught up on some potholes. We got the bill yesterday we spent \$35,000 dollars on cold patch last month.

Mr. Jessen, It was a tough, tough winter.

Highway Supervisor Jim Polarek, It was a tough spring yeah. Too many thaws and freezes, if it would have just frozen and thawed it would have been all right. But there was a couple extra freezes mixed in there.

Mr. Bozak, Well hopefully those are gone.

Highway Supervisor Jim Polarek, What?

Mr. Bozak, Hopefully those are gone. No more freezes.

Highway Supervisor Jim Polarek, Hopefully yeah, it's 80 some degrees on Saturday. Fishing weather.

Ms. Graham, Yes.

Mr. Rivas, It snowed last Sunday.

Highway Supervisor Jim Polarek, Yes there was snow the other morning. Alright thank you all.

Ms. Graham, Thank you.

## **ITS**

### **ITS General Fund - 1000-000-0106**

Transfer \$10,000 from 45100 Data Processing Equipment to 31200 Consultants.  
Reason: Additional funds needed to pay Consultants for ongoing projects.

Mr. Rivas, IT General fund transfer \$10,000 from Data Processing Equipment to Consultants. The reason additional funds needed to pay Consultants for ongoing projects.

Ms. Graham, Motion to approve.

Mr. Jessen, Second.

Mr. Rivas, Motion and second on the transfer, discussion? It's a long wait for that?

IT Director Lee Childress, I know, why didn't I go first?

(Inaudible)

Mr. Rivas, I asked (inaudible)

IT Director Lee Childress, I should ask for a lot more after hearing everybody's stuff tonight.

Mr. Bozak, The last time you did that you got us all confused, don't do that.

(Laughter)

Ms. Graham, So the consulting is consultants that you already have?

IT Director Lee Childress, Yes, it's just the firms we use to answer the questions we can't.

Ms. Graham, Very good, thank you.

IT Director Lee Childress, And then this money will be applied to the actual budget next year. I'll make the difference so that I'm not coming back and asking again.

Mr. Bozak, There's questions you guys can't answer? That's crazy.

IT Director Lee Childress, Well we don't like to show off.

Mr. Rivas, All right all in favor of the transfer signify by saying Aye? Opposed same sign?

Motion carries on a unanimous voice vote.

IT Director Lee Childress, Thank you all.

## **Second Reading**

Mr. Rivas, Second reading.

Mr. Simms, Second reading, what about...?

Mr. Bozak, That is what is next second reading.

Mr. Simms, Oh never mind.

Auditor Vicki Urbanik,

Whereas it has been determined that it is now necessary to appropriate more money than what was appropriated in the annual budget. Therefore be it resolved by the Porter County Council of Porter County Indiana that for the expenses of the taxing unit the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified subject to the laws governing the same

General Fund

Sheriff General Fund	1000-11300-000-0005	Overtime	\$	60,000.00
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Local Roads and Streets Fund

Local Roads and Streets Fund	1169-23620-000-0530	Bituminous	\$	450,000.00
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Motor Vehicle Highway Fund

Motor Vehicle Highway Fund	1176-23620-000-0530	Bituminous	\$	850,000.00
Motor Vehicle Highway Fund	1176-23600-000-0530	Aggregate	\$	150,000.00
			\$	1,000,000.00

COVID 93.268 Immunizations and Vaccines Grant Fund

COVID 93.268 IMMUN-VACC	8911-11200-000-0610	Hourly	\$	144,152.63
COVID 93.268 IMMUN-VACC	8911-12100-000-0610	FICA	\$	11,500.00
COVID 93.268 IMMUN-VACC	8911-32100-000-0610	Travel	\$	17,294.74
COVID 93.268 IMMUN-VACC	8911-21100-000-0610	Office Supplies	\$	58,802.11
COVID 93.268 IMMUN-VACC	8911-39500-000-0610	Contract Services	\$	86,473.69
COVID 93.268 IMMUN-VACC	8911-45400-000-0610	Other Equipment	\$	27,671.58
			\$	345,894.75

COVID 93.323 Epidemiology & Laboratory Capacity for Infectious Diseases Grant

COVID 93.323 EPIDEMIOLOGY	8912-11200-000-0610	Hourly	\$	85,000.00
COVID 93.323 EPIDEMIOLOGY	8912-11300-000-0610	Overtime	\$	1,600.00
COVID 93.323 EPIDEMIOLOGY	8912-12100-000-0610	FICA	\$	5,650.00
COVID 93.323 EPIDEMIOLOGY	8912-12300-000-0610	PERF	\$	150.00
COVID 93.323 EPIDEMIOLOGY	8912-37500-000-0610	Other Rentals	\$	7,600.00
			\$	100,000.00

COVID 93.354 Workforce Cooperative Agreement for Emergency Response Grant Fund

COVID 93.354 WORKFORCE	8913-11100-000-0610	Salaries	\$	60,000.00
COVID 93.354 WORKFORCE	8913-12100-000-0610	FICA	\$	4,600.00
COVID 93.354 WORKFORCE	8913-12300-000-0610	PERF	\$	6,720.00
COVID 93.354 WORKFORCE	8913-22200-000-0610	Uniform and Clothing	\$	2,400.00
COVID 93.354 WORKFORCE	8913-31300-000-0610	Training and Education	\$	5,000.00
COVID 93.354 WORKFORCE	8913-36100-000-0610	Maintenance Agreements	\$	11,000.00
COVID 93.354 WORKFORCE	8913-44200-000-0610	Motor Vehicles	\$	195,280.00
COVID 93.354 WORKFORCE	8913-45100-000-0610	Data Processing Equipment	\$	15,000.00
			\$	300,000.00

And that concludes second reading.

Mr. Bozak, I'll make a motion to approve second reading.

Ms. Graham, Second.

Mr. Rivas, Motion and a second, discussion? Roll call?

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

Mr. Jessen	-	Yes
Mr. Simms	-	Yes
Mr. Wagner	-	Yes



Mr. Rivas, All right, any other matter that may come properly before the Council. Looks like we've got a citizen appointment, one of our appointments didn't pan out, so I imagine they're going to have a few more meetings. So Porter County Council will appoint citizen applicants to the ARPA Sub-Committees for Behavioral Health & Social Services. I think our original person resigned at the first meeting.

Mr. Simms, Right.

Mr. Rivas, I don't know who appointed that person.

(Laughter)

Mr. Simms, Yeah, it wasn't me because I wasn't here.

Mr. Bozak, Oh be careful, we'll take you off the committee.

Mr. Simms, Yeah...?

(Laughter)

Mr. Bozak, I would make a motion that we move forward with Mitch Peters.

Mr. Simms, I second that.

Mr. Jessen, Second.

Mr. Rivas, Motion and a second to appoint Mitch Peters to the Behavioral Health & Social Service Sub-Committee. All in favor signify by saying Aye? Opposed same sign?

Motion carries on a unanimous voice vote.

Mr. Rivas, Joy and or Vicki could you let Mitch know?

Auditor Vicki Urbanik, It's usually the appointee body.

Mr. Rivas, Joy can you let Mitch know and then Vicki will follow-up and let Mitch know when the meetings are.

Council Administrator Joy Blakely, Yes I will.

Mr. Rivas, Anything else? Anybody have anything?

Ms. Graham, Happy Birthday.

Mr. Jessen, Yes Happy Birthday.

Mr. Rivas, Happy Birthday Andy.

Mr. Bozak, Thank you guys.

Mr. Simms, If I knew it was your birthday I would have brought you a cupcake.

Mr. Bozak, You did and I am excited to go an eat it.

### **Meeting Adjourned**

Mr. Brickner, Need a motion?

Mr. Rivas, Yeah, I will take a motion, unless anybody from the general public has anything relative to the agenda? All right...

Mr. Bozak, I'll make a motion to adjourn.

Ms. Graham, Second.

Mr. Rivas, Motion and a second to adjourn. All in favor signify by saying Aye?  
Opposed same sign?

Motion carries on a majority voice vote.

There being no further business, meeting was adjourned.

**PORTER COUNTY COUNCIL  
PORTER COUNTY, INDIANA**

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Jeremy Rivas

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Mike Jessen

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Sylvia Graham

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Erik Wagner

---

Greg Simms

---

Andy Bozak

---

Mike Brickner

Attest: \_\_\_\_\_  
Vicki Urbanik, Auditor